

In collaboration with



Center for
Creative
Leadership

THE CONFERENCE BOARD
Trusted Insights for Business Worldwide



The 10th Annual

Succession Management Conference

Rethinking Today's Succession Strategies to
Address Tomorrow's Business Reality

October 28-29, 2014 | Pre-Conference Seminar October 27, 2014
New York Marriott Marquis Times Square, New York, NY



- Understand how a CEO and Board Member advances succession strategies to prepare future leaders
- Walk away with multiple next-generation strategies that prepare successors for future business challenges
- Gain insight on how to break bias based on latest neuroscience research
- Hear how the C-Suite is directly engaged in developing next-generation talent
- Consider what can be learned from how emerging markets accelerate development of talent
- Learn how talent analytics informs the succession planning process

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New Talent
Management
Network

Benefits of attending

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Who should attend

Senior Vice Presidents, Vice Presidents, and Directors responsible for Succession Management in their organizations with the majority coming from Human Resources, Leadership Development, Talent and Global Talent Management, Training and Development, Employee Development

Pre-Conference Seminar – Monday, October 27, 2014

9 AM – 4 PM

Diagnose and Evaluate the Maturity of Your Succession Management Process

This interactive seminar will focus on helping define the roadmap to move your organization's succession management process forward. While best practices can guide, they do not always adequately inform on what is the right succession management process and roadmap for your business. Leveraging some of the latest thinking and research, this full-day session will enable you to:

- Diagnose the current maturity of your organization's Succession Management process
- Understand the elements to be considered when identifying the level of maturity that is right for your organization
- Share and jointly discover, with participants from other organizations, the different roadmaps and approaches
- Explore, and potentially discover, the roadmap for your organization

As a participant, you will take away a toolkit that includes the maturity model, a diagnostic tool, and a decision framework for further application in your business. These tools will assist your organization on its journey to effectively ensure you have the right talent, at the right time, and in the right place to support strategic success. This seminar will be very interactive with application activities and group discussion. The session is appropriate for both the novice and the highly experienced leader who is responsible for Succession Management in their organization.

Paul Van Katwyk, Senior Partner, **Korn Ferry**

Cori Hill, Global Lead for High-Potential Leadership Development, **Korn Ferry**

Stephen J. Lee, SVP, Global Human Resources, **Griffith Laboratories**

Conference – Tuesday, October 28, 2014

REGISTRATION AND CONTINENTAL BREAKFAST 7:45–8:45 AM

WELCOME INTRODUCTIONS 8:45–9:15 AM

Rene Carew, Conference Program Director, The Conference Board

KEYNOTE SESSION A 9:15–10:15 AM

A CEO's and Board Member's Commitment to Understanding and Developing Our Future Talent

Linda Parker Hudson recently retired as the CEO and President of BAE Systems, Inc. and serves on a number of company boards. She brings the perspective of an innovative CEO and Board Member who has created many pathways for future talent to prepare for leadership and critical roles. Ms. Hudson will share her view of the importance of a senior leader's role in succession management in the context of today's business realities; the process of identifying, selecting, and developing our future talent; and the role of HR in developing and carrying out strategies.

- Creating future talent pools
- Challenging conventional wisdom and advancing women and people of color
- Recognizing and overcoming global organizational challenges
- Driving senior leadership development from the C-Suite

Linda Parker Hudson, Board Member, **Bank of America, Southern Company, BAE Systems, Inc.**, Chairman and CEO of **The Cardea Group**

NETWORKING REFRESHMENT BREAK 10:15–10:30 AM

CONCURRENT SESSION B1 10:30–11:45 AM

From Best Practice to Next Practice – Innovative Strategies

The most successful leaders in succession management deliver efficient and effective processes while keeping an eye on the future. Join us as we tap a dynamic panel of talent management leaders for their innovative strategies. Learn how they are shaping their practices with novel, next-generation succession practices in areas of business alignment, process, technology, and development.

Moderator

Bridgette Weitzel, Vice President, OD and Chief Talent Officer, **BAE Systems, Inc.**

Panelists

Corey Munoz, Vice President, OD and Talent Management, **TD Bank**, Toronto Canada

Florian Pequignot, Associate Director – Global Leadership Development,
Procter & Gamble

Barbara Rodriguez, Senior Director, Executive Talent Planning and Development,
Global Talent Management, **Johnson & Johnson**

CONCURRENT SESSION B2 10:30–11:45 AM

Developing Leaders in Emerging Markets: Importing Succession Strategies that Accelerate Development

As Western organizations look to emerging markets to drive growth, they should also look at how both global and local organizations in those markets are developing leaders to take on senior roles. CCL has been doing a multi-year study focusing on developing top leaders in emerging economies. Many Western ideas for developing

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talent have been exported to these regions, and now it is time to see what succession strategies could be imported from markets such as India, Singapore, and South Africa. This session shares the future challenges that next-generation leaders will face, and the ways organizations in these markets are looking to accelerate the development of leadership talent.

Michael Campbell, Faculty & Portfolio Manager, **Center for Creative Leadership**

NETWORKING LUNCH 11:45 AM–1:15 PM

GENERAL SESSION C: INDUSTRY TABLE DISCUSSIONS

CONCURRENT SESSION D1 1:15–2:30 PM

Building a Diverse Bench of Successors: The Neuroscience of Breaking Bias

Organizations everywhere are struggling to authentically move the needle on diversity and inclusion efforts, particularly at the top of the house. Part of the issue is the unconscious biases that drive our decision processes. One challenge with unconscious biases is that educating people about them doesn't significantly reduce the biases themselves. We are still mostly unconscious about being biased, when we're being biased. This session presents important next-generation research about how to mitigate biases. Working with a team of top neuroscientists, we found a pattern that turns 150 biases into a dramatically smaller group, based on the neurological quirks beneath our biases. This breakthrough allows us to identify the type of bias in any process and build a mitigation strategy that minimizes the bias right at the source, in our systems and processes.

Dr. David Rock, Founder and CEO of **NeuroLeadership Group**, Director of the **NeuroLeadership Institute**

CONCURRENT SESSION D2 1:15–2:30 PM

How to Hold a Great Talent Review – Mini-Training Session

It's time to rethink succession and talent reviews! Marc Effron will take attendees through a live talent review simulation, highlight the two key responsibilities of HR leaders, discuss how to radically simplify the process, and how to recognize the "typical profiles." You'll discuss what's actually works to predict potential and why some current trends may be leading you astray.

Marc Effron, President, **The Talent Strategy Group**

NETWORKING BREAK 2:30–2:45 PM

GENERAL SESSION E 2:45–3:45 PM

CEO Leadership in Finding the Company's Next 7 CEOs

Sandy Lyons has over 25 years of line executive experience, including over 10 years in the role of Chief Executive Officer for multibillion dollar global enterprises. He has a strong track record of success in leading multinational organizations through transformations such as merger integration, restructuring and cultural change. He is passionate about organizational transformations, how organizations transform leaders, and the importance of talent and succession management. Learn how they:

- Identified "Golden Boxes" in the leadership pipeline in which the organization needs to have superior and well developed talent to meet its strategic issues, problems, challenges, and opportunities
- Used significant rotational assignments to grow and build the talent required for succession

To register

www.conferenceboard.org/SuccessionMgmt

- Included external market equivalents to supplement the bench strength of the enterprise

James Peters, Senior Partner, Global Head of Succession Management, **Korn Ferry Leadership Consulting**

Sandy Lyons, Chief Executive Officer, **The River Group**

NETWORKING BREAK 3:45-4 PM

GENERAL SESSION F 4-5 PM

How is Social Media Impacting the Ways We Understand, Engage, and Identify Talent Outside of Traditional Succession Management Processes?

This community discussion will be sparked by an IGNITE session on how a variety of companies are using social media to create a more viable pipeline and break through traditional thinking about the way we do succession in our organizations. The entire community will then engage in generating ideas for the use of social media in succession management.

Moderator

Joseph Pellegrini, Director, Global Talent Management, **Johnson & Johnson**

Presenters

Angie Dempsey, Sr. Talent Development Consultant, Enterprise Talent Development, **Aetna**

Andrew Muras, Senior Manager, **BAE Systems, Inc.**

Rosanne Setoguchi, Director, Talent Acquisition, **DirectTV**

INNOVATIVE THOUGHTS INTERCHANGE 5-5:15 PM

NETWORKING RECEPTION 5:15-6:15 PM

Wednesday, October 29, 2014

CONTINENTAL BREAKFAST 7:30-8:30 AM

GENERAL SESSION G 8:30-9:30 AM

Informing the Succession Planning Process with Talent Analytics

PepsiCo has been on a journey over the past few years to integrate analytics into the company's approach to talent management. Our presenters, Damien DeLuca, who leads the Workforce Planning process for PepsiCo, and Lily Maissen, who is responsible for Predictive Analytics, will describe some of the processes and analyses used by PepsiCo in assessing and building their leadership pipeline. They will also talk about the journey ahead to make talent analytics at PepsiCo more than just a stand-alone function within HR but a normal way of operating. Key topics include:

- Overview of PepsiCo's Talent Analytics group and their journey
- How analytics can enable succession management for key executive roles, Including:
 - Simple data guard rails to keep discussions focused on the right people
 - Metrics to help find a balance between the needs of the person and the needs of the organization
 - Advanced analytics of past talent behaviors to inform the urgency of future moves
 - Assessments to bring greater rigor and objectivity to bench discussions

Conference KeyNotes

Registration includes this summary of conference highlights
and a post-conference interactive webcast

Lily Maissen, Senior Manager, Talent Analytics, **PepsiCo**
Damien DeLuca, Senior Manager, Strategic Workforce Planning, **PepsiCo**

NETWORKING BREAK 9:30–10:15 AM

GENERAL SESSION H 9:45–10:15 AM

From Not Enough Jobs to Not Enough Workers - Impact on Industries

The impending labor shortages could have a major impact on your company's bottom line as corporate profits are squeezed by both rising labor costs and modest revenue growth.

To help you navigate this new terrain, The Conference Board released a major report that highlights when and where we expect the highest risk of labor shortages. Join us as we discuss which occupations, industries and countries are more likely to experience labor shortages both at present and in the coming decade.

Gad Levanon, Director, Macroeconomics and Labor Markets, Economics,
The Conference Board

GENERAL SESSION I 10:15–11:15 AM

Preparing Ready Now Successors

Many organizations seek to have “Ready Now” leaders in the pipeline for succession planning. This session will focus on the individual candidates’ journey as they move from where they are to “ready now”, and address the types of structured processes that are being used to address the journey. Case examples will be included of how some organizations are systematically preparing successor candidates to be “ready” for key strategic roles.

Amy Lui Abel, Managing Director, **The Conference Board**
W. Lee WanVeer, Director Organization Development and Talent Management, **Amtrack**
Beth McCormick, VP, Talent Planning & Inclusion, **Pfizer**
David Woodbury, Director, Talent Management and Evelopment6, **Humana**
Jess Hinds Walker, Project Manager, Succession Management, HR Talent Management and Development, **Humana**

NETWORKING REFRESHMENT BREAK 11:15–11:30 AM

GENERAL SESSION J 11:30 AM–12:30 PM

An Introduction to Design Thinking ... and Why It Matters to Leaders of Succession Management

Mastering innovation requires practice. ExperiencePoint – the leaders in “learning by doing” – will help us practice some essential design thinking approaches, mastered by their partners at IDEO – the celebrated innovation and design firm. As leaders in the field, they have one foot in the world of succession and one in the world of innovation. Please join us as we share an overview of design thinking, go deep on a key innovation method, and generate some provocative ideas about the future of succession management.

Andrew Webster, Director, Innovation & Change Solutions, **ExperiencePoint**
David Underwood, Head Talent Strategy & Analytics, **CSAA Insurance Group**

EVALUATIONS 12:30 PM

Rene Carew, Program Director, **The Conference Board**

For Sponsorship Opportunities, please contact
Michael.Felden@conferenceboard.org



Registration Information

Online www.conferenceboard.org/SuccessionMgmt2

E-mail customer.service@conferenceboard.org

Phone 212 339 0345 8:30 AM to 5:30 PM ET Monday through Friday

The 10th Annual Succession Management Conference

Rethinking Today's Succession Strategies to Address Tomorrow's
Business Reality

New York Marriott Marquis Times Square

Conference (937015-2)

October 28 – 29, 2014

Associates **\$2,295** Non-Associates **\$2,895**

Pre-Conference Seminar (942015-2)

October 27, 2014

Associates **\$1,015** Non-Associates **\$1,215**

Hotel Accommodations

Fees do not include hotel accommodations. For discounted reservations, contact the hotel directly no later than the cut-off date and mention **The Conference Board Succession Management Conference**.

New York Marriott Marquis Times Square
1535 Broadway
New York, NY 10036
Tel 212 398 1900

Hotel reservations cut-off date:
Friday, October, 3, 2014

Cancellation Policy

Full refund until three weeks before the meeting. \$500 administration fee up to two weeks before the meeting. No refund after two weeks before the meeting. Confirmed registrants who fail to attend and do not cancel prior to the meeting will be charged the entire registration fee.

Team Discounts per person

For a team of three or more registering from the same company at the same time, take \$300 off each person's registration. One discount per registration. Multiple discounts may not be combined.



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